



Mil Potrero Mutual Water Company Is Seeking A General Manager

Southern California's best kept secret . . . the community of Pine Mountain Club

THE COMMUNITY

Surrounded by the picturesque Los Padres National Forest, the community of Pine Mountain Club was originally established in 1971 by the Tenneco Corporation as a recreational retreat. Today, the private rural mountain community has approximately 5,500 full and part-time residents. Located just 18 miles west of Interstate 5 in Kern County, the peacefulness of Pine Mountain and its pristine landscape make you feel like you are thousands of miles from the stress and pressures of urban life. Despite the community's remoteness, it is only an hour drive to Santa Clarita and Bakersfield or a two hour drive to the Santa Barbara and Santa Maria area.

Pine Mountain Club spans 3,200 acres encompassing valley and hillsides, with 2,200 acres designated permanently as open space bordered by the 1.7 million acre Los Padres National Forest. At an elevation of 5,100-7,100 feet, annual snowfall ranges from three inches to two feet across an average of a dozen snow days per year. While the community enjoys four distinct seasons, the mild climate allows for a full range of year-round recreational options.

The abundance of recreation opportunities includes the Club's nine-hole PGA rated golf course, tennis, basketball and volleyball courts, and equestrian center. Residents and guests take advantage of incomparable hiking terrain and the area's three lakes. Pine Mountain's younger residents are served by a charter school and elementary school. Middle and high schools are

located in nearby communities accessible by bus service.

This comfortable, rural lifestyle is still affordable by California standards with home prices averaging from \$200,000 to \$400,000.

New property owners automatically become members of the Property Owners Association, thereby allowing them to enjoy the benefits of all Pine Mountain Club facilities and have a voice in the administration of the Club. The current annual association fees are under \$1,100 and include the maintenance of 42 miles of paved private roads and security patrol, along with snow removal when needed. The majority of residents are second home owners and the community's seasonal population peaks in late summer.

THE WATER COMPANY

The Mil Potrero Mutual Water (MPMWC) Company is the exclusive water service provider for Pine Mountain Club and is privately owned by all of its residents. Incorporated in 1971, MPMWC is governed by three directors elected annually in July by the shareholders of the Company. The Directors meet on a quarterly basis. The Company has enjoyed tremendous stability in appointed and elected leadership for nearly 35 years. Thanks to prudent leadership and



management, MPMWC also has a strong history of financial stability and carries no debt. The Company also benefits from a good working relationship with local regulatory representatives.

MPMWC operates with the support of a \$600,000 annual operating budget, an approximately \$100,000 annual CIP budget, and nine staff (including the General Manager). Working with the General Manager are five field staff and three administrative support positions, who are based in the organization's new office which opened in 2004. This recruitment has been initiated by the planned 2007 retirement of the current General Manager, Lance Rosmaier, who has served in this capacity for more than two decades.

Constructed by the original community developer, the water system consists of eight wells controlled by a wireless SCADA system (VHF-Hi Band FM), a treatment plant, and nine storage tanks (total capacity 2.85 million gallons) with eight pumping stations. Mil Potrero Mutual Water is a complex system with a number of pressure zones and

pumps. Service pressures frequently exceed 100 PSI. Active accounts are metered and pressure reduction devices are required. All properties are on septic tanks and the system presently serves 2,234 connections with a possible ultimate build out of 2,972. Water quality far exceeds state and federal requirements.

THE POSITION

The General Manager serves at the pleasure of the Board of Directors. The position is responsible for developing, implementing, and supervising the processes relating to all Company functions, including: policy development, water resource planning, water distribution and conservation, water system operations, fiscal management, administration, capital improvements and construction activities. The General Manager also is accountable for the provision of administrative support for the Board and has considerable interaction with the public, consulting professionals, and private and public agencies doing business with the Company. In addition, the position provides leadership, guidance, direction, training and supervision to staff to plan, organize, coordinate and execute the work of MPMWC.

Residency in the Pine Mountain Club is strongly encouraged, but not required. The General Manager must reside within geographic proximity that would allow for a reasonably prompt response time.

CURRENT ISSUES AND PRIORITIES

During the early stages of what the Board hopes will be a long tenure, the General Manager will want to dedicate attention to the following issues / priorities:

- Revisiting the Company's long-range financial plan including a rate structure transition from a standardized quarterly assessment to a commodity based rate system
- Replacing or upgrading the system's treatment plant
- Modernizing the Company's use of technology
- Addressing aging infrastructure demands
- Maintaining compliance with ever changing state and federal regulations
- Promoting water conservation
- Strengthening communications with customers
- Staff development and retention

THE IDEAL CANDIDATE

The ideal candidate will be a hands-on working General Manager who enjoys working with staff in the field and is adept at overseeing the administrative duties of the organization. He/she will have broad technical skills and possess a minimum of five years of management/supervisory experience in a domestic water agency.

A sophisticated understanding of water systems will be expected. Demonstrated effectiveness in project and people management, financial administration, and customer service is required. Experience working with an appointed or elected body will help to ensure a successful transition into the role.

Up and coming managers along with seasoned managers who are seeking a second career in a busy water company in a tranquil setting are encouraged to apply. The current General Manager will stay on as an internal consultant through early 2007 to ensure the seamless transfer of significant institutional knowledge.

Education & Certification

A Bachelor's degree in engineering, public or business administration, or other relevant field is required. Additional requirements include the possession of or the ability to obtain the minimum of Grade II Water Treatment Operator and Grade II Water Distribution Operator Certifications from the State of California Health Department. A Master's degree and registration as a civil engineer will be considered





“value added,” but are not requirements to be seriously considered for this opportunity.

Leadership Competencies & Characteristics

In addition to the previously stated qualifications, the ideal candidate will also possess the following professional competencies and characteristics:

- Ability to work independently with minimal guidance or interference
- Skilled project and people manager
- Displays high technical competence
- Effective developer of people; good mentor
- Gifted problem solver; can think quick on his/her feet
- Exhibits calm, confident demeanor

- Outstanding communicator
- Apolitical and acts with the best interest of the organization and community at heart
- Comfortable in a small town atmosphere
- Down to earth; doesn't take himself/herself too seriously
- Uncompromising integrity
- Stays current on industry practices and trends

COMPENSATION AND BENEFITS

The salary for the new General Manager will be competitive and dependent upon qualifications and experience. The organization will conduct a salary survey before the conclusion of the recruitment. Annual salary is supplemented by a generous benefits package including:

- Company provided health, dental and vision insurance for General Manager and immediate family
- 401(k) matching to 3% of salary
- Company vehicle
- Holiday, sick and vacation leave

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date for this position is **Friday, June 30, 2006**. To be considered for this

opportunity, please submit a cover letter, resume that reflects scope of responsibility and significant accomplishments, current salary and five professional references (name and contact information only). References will not be contacted until the final stages of the process. For additional information regarding this opportunity, contact:



John Shannon • Teri Black Brann
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel: 916 / 263-1401 Sacramento
Tel: 310/ 377-2612 Los Angeles
Fax: 916 / 561-7205

Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Following the closing date, candidates with the most relevant qualifications and experience will be granted interviews by the consultants in July. Those individuals judged to be best suited for the position will be invited to interview with the Board in August. An appointment is anticipated by the end of the summer upon the completion of thorough reference and background checks.